



## About WSGC

The Washington State Gambling Commission is a law enforcement, licensing and regulatory agency. It was created by the Legislature in 1973 after a series of gambling related scandals. The Commission has 168 full-time positions, of which approximately 90 are commissioned law enforcement officers responsible for enforcing gambling laws within Washington State. The WSGC is a non-represented and non-appropriated agency, funded through licensing and regulatory fees paid by licensees and tribal governments.

### OUR MISSION:

Protect the public by ensuring gambling is legal and honest.

### OUR VISION:

Anticipate, Innovate and Excel

### OUR VALUES:

Integrity, Professionalism, Respect and Diversity.

## EXEMPT POSITION ANNOUNCEMENT

Position: **Gambling Special Agent 1 In-Training**  
Location: Renton Field Office

Salary: \$3,004 – 3,484 starting per month

Opens: November 23, 2005  
Closes: Further notice

Testing: December 10, 2005 (see below)

### Position Description

The Gambling Special Agent 1 In-training is an entry level position. Advancement to a full Gambling Special Agent is achieved upon successful completion of the training components, which include the Washington State Basic Law Enforcement Academy and the agency Use of Force/Firearms core training. Duties include:

- Performing inspections of the operations of gambling activities to determine compliance with applicable laws and rules.
- Records and financial inspections and investigations.
- Reviewing and evaluating record keeping and internal control systems established by licensees to determine compliance with operating policies and procedures.
- Criminal investigative duties.

In the enforcement of gambling laws, you may be required to make periodic inspection visits to businesses holding gambling licenses. Some of the premises you visit may be in high crime areas. You will be expected to effectively patrol all portions of your assigned area and be capable of making appropriate criminal and administrative arrests. You will be working alone the majority of the time.

### Desirable Education/Experience

A bachelor's degree involving major study in criminal justice, accounting or finance, public or business administration, or closely related field.

Completion of the Basic Law Enforcement Academy.

Experience in auditing, accounting, regulatory, law enforcement, fraud, or investigations.

## Requirements

The Gambling Special Agent is a commissioned law enforcement officer of the state of Washington and must have the highest level of integrity and ethical conduct. Gambling Special Agents must meet all of the following:

- Be a United States Citizen.
- Possess a valid Washington State driver's license.
- Not have any felony convictions.
- Not have any misdemeanor convictions related to controlled substances, theft, moral turpitude, fraud, larceny, or crimes of violence within the last five years.
- Not have been convicted of any crime associated with domestic violence.
- Not have a DUI conviction within the last three years, or a substantial accumulation of driving violations, indicating a disregard for rules and regulations.
- Not use or possess illegal narcotics or controlled substances:
  - Drug free – no use of any drugs within the three (3) year period immediately preceding appointment.
  - Marijuana – no use within the three (3) year period immediately preceding appointment and use limited to experimentation.
  - Amphetamines, Cocaine, and Opiates – no use within the five (5) year period immediately preceding appointment and use limited to experimentation.
  - Hallucinogens– no use within the ten (10) year period immediately preceding appointment and use limited to experimentation.
- Refrain from excessive alcohol consumption.
- Be able to legally acquire and possess firearms and ammunition.

(Continued)

## Core Competencies

**Communication** - Conveys information in writing and through spoken word using language that is appropriate to both the complexity of the topic and the knowledge and understanding of the individual/group with whom he/she is communicating. Documents in a manner that is methodical and readily understood by others.

**Relationship Building and Influence** - Builds constructive working relationships characterized by a high level of acceptance, cooperation, and mutual regard.

**Ethics and Integrity** - Earns the trust, respect, and confidence of coworkers and customers through honesty, forthrightness, and professionalism.

**Diversity** – Actively contributes to a work environment that embraces diversity and brings together the strengths and perspectives of diverse groups to meet organizational needs.

**Accountability** – Accepts personal responsibility for the job, the quality and timeliness of work and meeting expectations. Can be relied upon to achieve expected results, meet deadlines and adhere to work schedules. Links mission/vision/values to everyday work.

**Initiative** – Sends and responds to opportunities to resolve problems, achieve goals, or otherwise advance the organization's mission.

**Analysis and Judgment** – Uses data and information in a clear and rational thought process to assess and understand issues, evaluate options, form accurate conclusion, and make decisions.

**Adaptability & Flexibility** – Adapts easily to changing business needs, conditions and work responsibilities. Adapts approach, goals and methods to achieve successful solutions and results.

## Salary

**Special Agent  
In-Training**  
(Starting salary)  
**\$3,004 – \$3,484**

**Special Agent  
(18 months)**  
**\$3,581**

**Special Agent  
(in 3-4 yrs)**  
**\$4,351**

In addition to the salaries listed above, Gambling Special Agents have the opportunity for additional compensation for qualified certifications and education.

### Requirements - Continued

- Be willing and able to make an arrest and handle suspected violators.
- Be willing and able to carry and use a firearm in a safe and appropriate manner, and maintain firearm qualification standards.
- Successfully complete the Washington State Basic Law Enforcement Academy within the first 18 months of employment.\*
- Successfully complete the Gambling Commission's Use of Force training program within the first 45 days of employment.
- Adhere to our agency policy prohibiting gambling in Class III or regulated gambling activities within the state of Washington. Employees and household members shall not participate in the operation or management of any agency regulated gambling activity.

Gambling Special Agent 1 candidates must successfully complete the following:

- Pre-hire physical fitness ability test.
- Extensive background investigation.
- Post-offer polygraph examination.
- Post-offer psychological evaluation.

*\*Note: The requirement for the WA State Basic Law Enforcement Academy must be met either prior to employment or within 18 months after beginning employment. If commissioned prior to employment, the applicant must not have had a break in law enforcement employment for more than two years at the time of appointment as a Gambling Special Agent. Applicants requesting equivalency based upon attaining basic law enforcement certification through successful completion of another state's academy will be reviewed by the Washington State Criminal Justice Training Center. Upon approval the applicant will be required to successfully complete the Equivalency Academy within 18 months. Reserve academies will not substitute for either above.*

### Benefits

- All equipment, including a vehicle and firearm are furnished by the Agency.
- Flexible work schedule of 160 hours within a 28-day work period.
- Paid law enforcement training and broad developmental opportunities, including a tuition reimbursement program and veteran's on-the-job training program.
- Medical, dental, and vision insurance, as well as basic life and long term disability insurance plans for employee and their family. Additional insurance coverage is available at special group rates.
- Choice of retirement plans, which include an employer contribution. In addition, the state offers a Deferred Compensation program for tax-deferred retirement investment.
- Leave benefits include 12-22 days of vacation per year; 11 paid holidays, and 12 days of paid sick leave per year.

### Testing:

The first phase of testing consists of a [physical fitness ability test](#) which will be held:

When: December 10, 2005 @ 10:30 a.m.  
Location: Criminal Justice Training Commission  
Cascade Building, Room C101 or C102  
19010 1<sup>st</sup> Ave South, Burien  
[Directions](#)

### Application Process:

If you meet the requirements and have the necessary competencies to perform well in this position, please submit:

- [Application](#) **or** current resume that includes names of employers, dates of employment, education, salary history, and reasons for leaving employment.
- A minimum of three employment references with current addresses and phone numbers.
- Copy of college transcripts.

**Application materials should brought to the testing site on December 10, 2005.** For questions, please contact Christie at (360) 486-3459 or [Christieh@wsgc.wa.gov](mailto:Christieh@wsgc.wa.gov)

*The Washington State Gambling Commission is an equal opportunity employer. Women, racial and ethnic minorities, persons of disability, persons over 40 years of age, and disabled and Vietnam era veterans are encouraged to apply. Persons of disability needing assistance in the application process, or those needing this announcement in an alternate format may call the Human Resources & Training Division at (360) 486-3458 or (360) 486-3637 (voice/TDD).*